



Equity, Diversity and Inclusion policy

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1. Purpose

At RM we want to celebrate the fact that everyone is different yet valued and ensure that everyone is treated with dignity and respect. We are committed to promoting equity preventing discrimination at work and providing an inclusive work environment.

The purpose of this policy is to set out the principles that enable us to create a fair, diverse, and inclusive work environment, where our people feel safe, can contribute their best work and develop to their full potential.

As a global organisation we recognise that each geography is subject to different legal requirements, and subsequently whilst this policy details the core principles we will adopt as a Group, there may be additional supporting documents which cover local requirements.

2. Who does this policy apply to?

This policy applies to all current and potential RM employees, agency staff and contractors.

We will work with our customers, suppliers, and partners, to ensure they actively support this policy and help us provide a safe, diverse, and inclusive environment.

We are committed to ensuring that all of our policies and processes across the group reflect our commitment to Diversity, Inclusion and Equity and the principles detailed in this policy.

3. Improving our understanding

3.1. What is diversity?

Diversity is all about recognising, accepting, and respecting our individual differences.

Allowing people to be themselves in the workplace regardless of age, gender, gender identity, sexual orientation, race, nationality or ethnicity, religion or religious beliefs, physical and mental abilities, caring responsibilities, pregnancy, marital or civil partnership status, physical appearance.

3.2. What is inclusion?

Inclusion is about how we engage with and recognise our differences, creating a working environment where people are comfortable and confident to be themselves, and feel they are valued and respected.

3.3. What is equity?

Equity takes into consideration a person's unique circumstances, adjusting treatment accordingly so that the end result is equal.

3.4. What is discrimination?

Discrimination means treating people unfairly because of their differences. Treating someone unfairly due to their differences is unlawful in many geographies, the extent of the differences protected by law varies across the Globe.

4. Our Commitments:

As a global Company with employees based around the world including the UK, India, Australia, Dubai and Singapore, it is important to us that we go beyond what legislation says we need to do, but deliver what we know to be right, and build a diverse and inclusive environment, which celebrates our peoples' differences.

We will achieve this through our commitments:

- We will promote equality of opportunity for everyone through the application of fair and transparent processes.
- We will actively build a diverse workforce representative of our communities, through targeted planning and engagement activities.
- We will create a genuinely inclusive workplace environment, where our people are comfortable, confident and feel safe to be themselves.
- We will promote our passion and commitment to equity diversity and inclusion through communication and education opportunities, ensuring we use inclusive language.
- We will not tolerate any form of discrimination, bullying or harassment in any form.
- We will work with our Customers and Partners to ensure they hold the same standards we do, and we'll do our best to protect our people from negative treatment from third parties.
- We will actively review our processes, activities and data to identify potential barriers, and areas for improvement needed to remove or mitigate any disadvantage to people.
- We will actively work with our employee networks and forums, as well as our allies on EDI matters.

5. Responsibilities

5.1. Recruitment

- We will ensure that our advertisements actively promote our commitment to EDI.
- We will use platforms to advertise our roles which will encourage applications from a diverse range of individuals.
- We will undertake a consistent process and ensure that our interviews are adjusted where required to ensure everyone has an equal opportunity.
- Selection will be based on the requirements necessary for the performance of the job only.

5.2. Training

- Everyone will be required to undergo basic training on EDI and confirm that they have

read and understand this policy.

- People Managers will be provided with training on our core processes, which uphold our EDI commitments and responsibilities.

5.3. Career Progression

- We will ensure the process for career progression within RM is clear and transparent and free from any form of bias.
- Progression will be based on performance and merit only and will be monitored to assess that there is equal opportunity for all.

5.4. People Managers

- You are responsible for upholding and applying this policy on a day-to-day basis and acting as role models for inclusive behaviour.
- You must treat all our people, customers and suppliers with respect, dignity, and fairness.
- You must foster an inclusive and safe work environment that supports EDI by:
 - Ensuring that the work environment is free from unlawful discrimination, harassment and retaliation.
 - Adopting an inclusive leadership style, including valuing and listening to diverse point of view
 - Being EDI role models in compliance with the EDI policy and encouraging your teams to do the same.
- You must ensure that employment related decisions are free from any form of unlawful discrimination, unconscious bias, harassment and retaliation.
- You must strive for a diverse pool of talent to create diverse teams.
- If any concerns are raised regarding the treatment someone has received and or observed, you must treat this with the utmost concern, and address any unacceptable behaviour as quickly, and sensitively as possible.
- Allow colleagues to take time away from their "day jobs" to attend EDI Network meetings or EDI events.

5.5. Employees

- You must treat all our people, customers and suppliers with respect, dignity, and fairness.
- If you observe behaviour you believe to be unacceptable you should raise this with a Line Manager.
- Actively share with us how we can improve our inclusivity and create an environment in which you feel comfortable and confident.

6. Raising Concerns

- If you believe you have been treated unfairly, or that you are being bullied or harassed you are encouraged to raise your concerns with your Line Manager, or a Senior Manager on an informal basis in the first instance.
- Depending on the nature of the concern, employees may wish to proceed straight to

the formal grievance stage. Further information can be found in the RM Grievance policy.

- All concerns will be dealt with seriously and promptly. We have a zero-tolerance approach towards negative behaviours and actions that amount to unlawful discrimination, bullying, harassment or victimisation.
- We will make every effort to support anyone who makes a complaint, or who acts as a witness under this process, from victimisation.

7. How we will implement, monitor and review

- RM's Chief People Officer has the ultimate responsibility for ensuring that this policy is fully implemented.
- The RM Equity Diversity and Inclusion steering group, championed by senior leaders across the business, has responsibility for leading the implementation of RM's EDI strategy, and responsibility for the successful support and delivery of EDI initiatives.
- This policy will be reinforced by our EDI strategy and relevant action plans.
- Progress against objectives and actions will be reviewed and reported in the quarterly Equity Diversity and Inclusion steering group meetings.
- We will assess the impact of the Equity Diversity and Inclusion policy, and our EDI strategy by collating and monitoring data as follows:
 - Collate and holding accurate workforce demographic data in the UK on:
 - Age
 - Gender Identity
 - Sexual Orientation
 - Ethnicity
 - Religion or Belief
 - Neurodiversity
 - Mental or Disability
 - We will use this data to analyse our processes for recruitment, promotions, pay increases, and performance reviews, and assess the impact of current and proposed policies and initiatives on different groups and help us to identify and remove barriers being faced.
 - The submission of this data is completely voluntary, and there is no obligation on our people to complete their diversity information on their profile.
- Outside of the UK, we will adhere to legal reporting requirements and continually review how we can improve our workforce data collection considering social and cultural barriers to collation.

8. Support

If you are experiencing bullying or harassment, have been accused or are supporting colleagues, and you need support or someone to talk to, the Employee Assistance Programme is available 24 hours a day.

[UK Employee Assistance Programme](#)

[Employee Assistance Programme](#) (Australia, Dubai & Singapore)

Alternatively, you can reach out to your local People teams who will be able provide you with the appropriate guidance, and or signpost you to the relevant support tools available.

9. Review

This policy will be reviewed and updated every 2 years, unless there are statutory changes within that period, in which case it will be updated and republished to coincide with such changes.

10. Associated documents

Documents
Whistleblowing Policy
Sexual Harassment Policy
Dignity at Work Policy
Grievance Policy

11. Version history

Version Number	Issue Date	Comment	Changes Made By
1.0	08/10/2025	Overhaul of the policy to improve and simplify	Claire Crew